



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, DC 20350-2000

IN REPLY REFER TO

OPNAVINST 1414.4
N09
13 July 2000

OPNAV INSTRUCTION 1414.4

From: Chief of Naval Operations
To: All Ships and Stations (less Marine Corps field
Addressees not having Navy personnel attached)

Subj: NAVY ENLISTED FLEET MARINE FORCE WARFARE
SPECIALIST PROGRAM

1. **Purpose.** To issue the requirements for qualification and designation of enlisted personnel as Enlisted Fleet Marine Force Warfare Specialists (FMF).
2. **Discussion.** Attainment of the FMF designation signifies that a sailor has achieved a level of excellence and proficiency in the Fleet Marine Force (FMF). The FMF insignia signifies that the sailor is competent in his/her rate and has acquired additional general knowledge that enhances their understanding of warfighting, mission effectiveness, and command survivability. Sailors who wear the FMF insignia stand out as significant contributors to FMF. FMF qualification may only be obtained through the formal qualification program set forth in this instruction. The Command Master Chief shall be designated as the command's FMF coordinator.
3. **Eligibility.** FMF qualification recognizes the efforts of enlisted individuals trained in FMF operations. FMF qualification is mandatory for all active duty E-5 and senior enlisted personnel who meet the eligibility requirements. Active duty E-4 and junior personnel and enlisted selected reservists may qualify for FMF qualification if they meet the eligibility requirements. Eligibility to attain the FMF designation is limited to the following:
 - a. Enlisted personnel permanently assigned to an FMF unit on Type 2 or 4 sea duty, as defined in the Enlisted Transfer Manual (NAVPERS 15909F). Augmented personnel mobilized to an FMF unit in direct support of the units primary mission are eligible provided they are deployed for a minimum of 90 consecutive days. (example: Augmented or mobilized enlisted personnel must make a deployment of 90 consecutive days while embarked to a FMF unit). Augmented

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or mobilized personnel shall use the FMF program specific to the FMF unit in which they are embarked.

b. Satisfactorily complete the USN Physical Fitness Assessment (PFA).

c. Serve a minimum of 12 months accumulated Type 2 or 4 sea duty with an FMF unit. Commanding Officers of personnel on 12 month unaccompanied Type 4 sea duty may waive up to 30 days of the time eligibility.

d. Enlisted Selected Reservists (SELRES) must:

(1) Serve a minimum of 24 months in a Naval Reserve FMF unit with satisfactory drill attendance.

(2) Complete two periods of Marine Corps Unit Annual Training (AT) or an equivalent Active Duty Special Work (ADSW) of which a minimum of two periods of AT or equivalent ADSW is in the same Marine Corps Unit in which the member is qualifying.

4. **Standards**. Candidates for FMF shall:

a. Meet the eligibility criteria in paragraph 3.

b. Demonstrate effective leadership and directing ability, and receive at least a "Promotable" recommendation during the most recent reporting period.

c. Complete PQS standard for Enlisted Fleet Marine Force (FMF) Warfare Specialist (NAVEDTRA 43908 series) for initial qualification.

d. Be recommended for FMF qualification by their chain of command.

e. Display general knowledge of the command's overall organization, mission, assets, employment, combat systems, and USMC battle skills techniques, and basic equipment through written examination, hands-on demonstration of knowledge, and an oral examination by a multi-member board. The MARFOR and MEF Level Command Master Chiefs will determine the criteria for board membership. The

oral board will make a recommendation of qualification to the qualifying officer (in most cases the Commanding Officer at the battalion or squadron). The qualifying officer will review the results and recommendations of the board and make the final determination of qualification.

5. Approval of Qualification

a. After satisfactory completion of the requirements within this instruction, the Marine Corps battalion or squadron Commanding Officers of qualifying units will determine approval of FMF qualification, based upon appropriate recommendation by the program coordinator.

(1) For personnel permanently assigned to an FMF unit, only the Commanding Officer may approve the FMF qualification.

(2) For personnel augmented or mobilized to an FMF unit, only the area Marine Corps battalion or squadron Commanding Officers of qualifying units shall approve the FMF qualification.

(3) For SELRES or ADSW candidates, only the Commanding Officer of the FMF unit in which the oral examination was held may approve the FMF qualification.

b. When members have qualified or requalified for the FMF designation, an entry shall be made in their service record as follows:

(1) Annotation in PQS qualification entry section of Page 4.

(2) Page 13 entry as follows:

"(Date) Qualified (or requalified) as an Enlisted Fleet Marine Force Warfare Specialist (EFMFWS) (platform type) this date and assigned the Enlisted Fleet Marine Force (FMF) designator."

c. The appropriate Diary Message Reporting System (DMRS) entry will be submitted by the cognizant personnel office for the qualifying command at the time of initial qualification.

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d. In the interest of maintaining consistent standards of qualification, type commanders (Marine Corps Forces Atlantic, Marine Corps Forces Pacific (MARFORs) including the Marine Expeditionary Force (MEF)) are directed to ensure that the spirit and intent of this instruction are followed by subordinate units.

6. **Amplifying Information**

a. Final qualification must be documented on page 4 in the Sailor's service record. Subsequent requalifications will also be documented. Documentation will include the type of platform FMF Professional Qualification Standard (PQS) completed as indicated in paragraph 4c.

b. If qualification has not been achieved upon transfer to another FMF command, the new command shall recognize recorded PQS attainment to date, but may require a redemonstration of knowledge in any area deemed appropriate.

7. **Designation and Authority to Wear the Insignia**

a. The Commanding Officer of the qualifying unit is authorized to present the FMF insignia upon qualification. The attainment of the Navy Enlisted FMF Warfare Specialist qualification should be recognized at an appropriate ceremony and relevant comments should be incorporated in the members next FITREP/evaluation.

b. Those individuals who previously qualified for the FMF ribbon will retain the FMF designator. However, those personnel will not be entitled to wear the FMF insignia until completing all requirements outlined in this instruction.

8. **Qualification Continuance.** FMF - qualified active duty personnel who transfer to another unit unrelated to the FMF will be required to requalify upon returning to the FMF. For SELRES/ADSW personnel, renewal of qualification will be required upon mobilization or augmentation to an FMF unit. Qualified enlisted personnel who subsequently accept an appointment as commissioned officers will retain the right to wear the FMF insignia per U.S. Navy Uniform Regulations without renewal requirements.

a. When an individual transfers on PCS orders between FMF units of the same type, the individual must redemonstrate general knowledge of the command's overall organization, mission, assets, employment, combat systems, and USMC battle skills techniques, and basic equipment and through an oral demonstration of knowledge. Upon a satisfactory demonstration of knowledge, a recommendation will be made to the Commanding Officer for final requalification. An individual renewing qualification on the same type platforms shall not be required to recomplete the platform specific PQS if previously completed. However, tailored platform specific PQS may be used to facilitate requalification. The individual renewing qualification must update/requalify as required to meet requirements indicated in paragraph 4c. Completion of qualification with the new unit must be documented on page 4 in the candidate's service record per paragraph 6b.

b. An individual renewing qualification on different type unit platforms will be required to complete the platform specific PQS for the unit of qualification, update/requalify as required to meet requirements indicated in paragraph 4c. Completion of qualification with the new unit must be documented on page 4 in the candidate's service record per paragraph 6b.

9. **Failure to Qualify.** E-5 and senior eligible enlisted personnel, who fail to qualify within the required time limits will have a page 13 entered into their service record. Additionally, this failure will be reflected in the next FITREP/evaluation and have their recommendation for advancement withdrawn.

10. **Disqualification**

a. Members previously qualified shall be disqualified by their Commanding Officers if any of the following conditions exist:

(1) Failure to maintain "Promotable Status" per the FITREP/evaluation guidelines.

(2) Refusal to accept or perform duties while assigned to the FMF unit.

(3) Failure to complete FMF requalification within prescribed time limits.

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b. Formal notification of disqualification shall be recorded in the member's service record as follows:

"(Date) Failed to maintain qualification as an Enlisted Fleet Marine Force Warfare Specialist (FMF) in that (include specific rationale for disqualification). The Member has been informed that as of this date, they are disqualified and are no longer authorized to wear the FMF insignia or use the FMF designator."

c. After receiving written approval from a qualifying officer, requalification commencement must be recorded in the member's service record and the member must follow the initial qualification process.

11. **Review.** The MARFOR Atlantic Command Master Chief is appointed as the Program Manager for the Enlisted FMF Warfare Specialist Program. The Model Manager is responsible for the periodic review and update of this instruction. Requests to waive any part of this instruction will be submitted to the Enlisted FMF Warfare Specialist Model Manager.

12. **FMF PQS Booklets.** Enlisted Fleet Marine Force (FMF) Warfare Specialist PQS Booklets may be ordered through Navy supply channels per NAVSUP P-2002.

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Distribution:
SNDL Parts 1 and 2
MARCORPS PCN 71000000100